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THE UNIVERSITY OF NORTH CAROLINA
AT
CHAPEL HILL
27514

OFFICE OF THE CHANCELLOR

103 SOUTH BUILDING 005A
(919) 933-1365

TO: All Members of The Faculty

FROM: Christopher C. Fordham, III

DATE: 18 November 1983

SUBJECT: Minority and Female Presence in The University at Chapel Hill

This report on the presence of minorities and women within the University community in the Fall of 1983 continues a series begun in 1974. Again, I am distributing this report to every member of the faculty. My conviction that the diversification of this community is one of the most important tasks that we face is as true this year as it was last year. It requires the commitment and effort of each one of us. I urge that each member of the faculty study this report carefully and reflect upon what he/she can do to help in improving our progress.

As indicated in the tables "Summary of Changes in Headcount Enrollment, Fall 1970 - Fall 1976 (page 17) and Fall 1977 - Fall 1983 (page 18)," we have experienced a slight overall decline in almost every enrollment category; the number of women students increased slightly at the professional school level and the number of students in the other minority student category increased at all enrollment levels. The representation of Black students remained somewhat stable at 10% of

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the undergraduate population and 8.7% of the total student body. Women students now account for 55.3% of the total student body.

Last year I expressed to you my gravest concern over the University's failure to increase the representation of Blacks and women to our faculty. This year I am pleased to report significant improvement in the representation of Blacks and women. At this time the University enjoys the highest presence of Blacks and women on its faculty in its history. There are now 59 Black faculty and 376 women faculty, 3.1% and 19.6% of the total faculty complement, respectively. Our recruitment efforts over this year resulted in 12 new Black faculty and 52 new female faculty compared with 2 Black faculty and 46 new women faculty for last year. Of equal importance is the fact that we also experienced a decline in the numbers and percentages of Black and women faculty who left the University within the past year.

While this announcement should be a source of some satisfaction to the entire University, it does not signal an attainment of the goals which we have set for ourselves. This progress must signal to ourselves and those outside this University the need for our continued viligence and dedication to make this University a reflection of the "diversity of our society, a community in which men and women, members of the majority and minorities alike, perform traditional and non-traditional roles." The educational mission affirmed last year is equally compelling this year. "Our students must perceive this institution to be a model of both excellence and equity so that they can carry with them that ideal when they leave and work to recreate it in the larger society."

In July of this year the University established new hiring goals for Black and female faculty. We projected that by 31 December 1986

there would be 83 Black faculty and 335 female faculty on the tenure track; the complement today is 53 Black and 276 female tenure track faculty. Our hiring results for this year evidence significant progress towards these goals. We cannot, however, afford to diminish the intensity of our efforts. The goals set in July, a result of the collective efforts of administrators and departments, are not unrealistic. The attainment of these goals also is not assured. To reach them will require our joint effort and rededication to the vital principles of excellence and equity. Today I renew to you my commitment, offer the assistance of the administrators of this University, and solicit your full support in this crucial endeavor.

I. THE FACULTY

1. The Black Faculty: As of September 30, 1983 there were 59 Black faculty in a total faculty of 1,917. The table "Summary of Changes in Black and Female Faculty by Rank, Fall 1974 - Fall 1983," (page 5) shows their distribution by rank and traces both the fluctuations in numbers and the movement within ranks. The current complement of 59 Black faculty represents the highest level of Black presence in the University's history. There are now 35 Blacks in tenure track positions in Academic Affairs, as compared to 28 last year. In Health Affairs there are now 18 Blacks in tenure track positions, as compared to 16 last year. Of the 53 Black faculty in tenure track positions 29 (54.7%) are tenured.

Between September 30, 1982 and September 30, 1983 12 Black faculty were appointed, compared to 2 in the previous year. In Academic Affairs there were 2 Blacks appointed as Professor, 1 as an Associate Professor, 3 as Assistant Professor, and 2 as Instructor. In Health Affairs there were 2 Black faculty appointed at the Assistant Professor level and 2 Black faculty appointed at the fixed-term level. This year the University lost 4 Black faculty members (as compared to 5 last year). Two (2) of

the 4 were lost to resignation, 1 to financial exigency, and 1 was lost to retirement.

The distribution within the University of the 59 Black faculty should also be noted: in Academic Affairs 35 Black faculty hold tenure track appointments, 59.3% of the total Black faculty, and 2 Black faculty hold fixed-term appointments, 3.4% of the total Black faculty. In Health Affairs 18 Black faculty hold tenure track appointments, representing 31.0% of the total Black faculty, and 4 Black faculty hold fixed-term appointments, a 6.8% representation of the total Black faculty. Further detail of the distribution of Black faculty by division within the College of Arts and Sciences and by School may be found in the tables on pages 10 and 11.

2. The Female Faculty: As of September 30, 1983 there were 376 women faculty in a total faculty of 1,917. The table "Summary of Changes in Black and Female Faculty by Rank, Fall 1974 - Fall 1983," shows that, as was the situation with Black faculty, the University enjoyes its highest presence of female faculty in its history.

Between September 30, 1982 and September 30, 1983 a total of 52 women were appointed to the faculty compared to 46 the previous year. That figure (52) breaks down as follows: in Academic Affairs 14 women were appointed to tenure track positions (26.9% of the female faculty hired), and 7 women were appointed to fixed-term positions (13.5% of the total fixed-term hires). In Health Affairs, 14 women were appointed to tenure track positions (26.9% of the female faculty hired), and 17 were appointed to fixed-term positions (32.7% of the female faculty hired). The rank distribution of the new tenure track female faculty is as follows: in Academic Affairs there were no females hired as Professors, 1 female Associate Professor, 7 female Assistant Professors, and 6 female Instructors. In Health Affairs there were no females hired

SUMMARY OF CHANGES
IN BLACK AND FEMALE FACULTY BY RANK,
FALL 1974-FALL 1983*

Black Faculty

	9/30/74	9/30/75	9/30/76	9/30/77	9/30/78	9/30/79	9/30/80	9/30/81	9/30/82	9/30/83
Professor	3	4	4	4	4	4	7	6	7	11
Associate Professor	4	6	8	8	9	12	18	18	18	17
Assistant Professor	16	20	21	22	22	23	18	19	19	23
Instructor	8	7	9	2	5	5	1	0	0	2
Lecturer or Equivalent	5	4	5	8	10	13	13	11	7	6
TOTAL	36	41	47	44	50	57	57	54	51	59

Female Faculty

	9/30/74	9/30/75	9/30/76	9/30/77	9/30/78	9/30/79	9/30/80	9/30/81	9/30/82	9/30/83
Professor	24	26	28	32	34	35	37	38	41	45
Associate Professor	61	65	70	77	76	85	93	95	104	102
Assistant Professor	121	139	133	127	124	115	114	105	110	114
Instructor	64	55	47	30	40	29	22	22	12	15
Lecturer or Equivalent	34	28	23	70	93	93	101	102	95	100
TOTAL	304	313	301	336	367	357	367	362	362	376

*NOTE: The data for 1974-1975 did not include Lecturer Equivalents. From 1976 onwards Lecturer Equivalents are included.

as Professor, 2 females hired as Associate Professors, 9 female Assistant Professors, and 3 female Instructors.

This year 33 women faculty left the University. Fifteen (15) women with tenure track appointments left. Included in this number were 11 who resigned, 1 who was a non-renewal, and 3 retirements. Of those with fixed-term appointments 11 women left because of resignation, 1 retired, 4 were non-renewals, and 2 left because of financial exigency. The percentage of the total female faculty (9.1%) which left the University between September 30, 1982 and September 30, 1983 was lower than that for the same period the previous year (12.7%). This represents the second year in a row in which the percentage of women faculty who left has declined.

The distribution within the University of the 376 women faculty is as follows: in Academic Affairs 127 females hold tenure track appointments, 33.8% of the total female faculty, and 19 females hold fixed-term positions, representing 5.1% of the total female faculty. In Health Affairs 149 females hold tenure track positions, representing 39.6% of the total female faculty, and 81 females hold fixed-term positions, representing 21.5% of the total female faculty. Further details of the distribution of female faculty by Division within the College of Arts and Sciences, and by School may be found in the tables on pages 10 and 11.

3. General Faculty Changes: On page 7 is a "Summary of Changes in University Employment from September 30, 1982 to September 30, 1983." It shows, among other things, that the following changes occurred during the twelve months ended September 30, 1983: there was a net increase of 33 faculty members from 1,884 to 1,917, representing a 1.8% increase. This net increase consisted of an increase of 22 whites (from 1,770 to 1,792), representing a 1.2% increase in whites; an increase of 8 Blacks

SUMMARY OF CHANGES IN UNIVERSITY EMPLOYMENT SEPTEMBER 30, 1982 - SEPTEMBER 30, 1983

	Complement on September 30, 1982		Complement on September 30, 1983	
	No.	%*	No.	%*
FACULTY				
By Race				
White	1,770	93.9	1,792	93.5
Black	51	2.7	59	3.1
Other	63	3.3	66	3.4
TOTAL	1,884	99.9	1,917	100.0
By Sex				
Male	1,552	80.8	1,541	80.4
Female	362	19.2	376	19.6
TOTAL	1,884	100.0	1,917	100.0
EPA NON-FACULTY				
By Race				
White	499	88.6	520	89.5
Black	34	6.0	36	6.2
Other	30	5.3	25	4.3
TOTAL	563	99.9	581	100.0
By Sex				
Male	331	58.8	338	58.2
Female	232	41.2	243	41.8
TOTAL	563	100.0	581	100.0
SPA EMPLOYEES				
By Race				
White	3,143	71.0	3,105	70.7
Black	1,224	27.6	1,225	27.9
Other	60	1.4	59	1.3
TOTAL	4,427	100.0	4,389	99.9
By Sex				
Male	1,491	33.7	1,511	34.4
Female	2,936	66.3	2,878	65.6
TOTAL	4,427	100.0	4,389	100.0
ALL EMPLOYEES				
By Race				
White	5,412	78.7	5,417	78.7
Black	1,309	19.0	1,320	19.2
Other	153	2.2	150	2.2
TOTAL	6,874	99.9	6,887	100.1
By Sex				
Male	3,344	48.6	3,390	49.2
Female	3,530	51.4	3,497	50.8
TOTAL	6,874	100.0	6,887	100.0

*Throughout this report percentages may not add to 100 because of rounding.

(from 51 to 59), representing a 15.7% increase in Blacks; and the number of persons classified as others increased by 3 (from 63 to 66), representing a 4.8% increase. The net increase consisted of a decrease of 11 males (from 1,552 to 1,541), representing a 0.7% decrease in males; the number of females increased by 14 (from 362 to 376), representing a 3.9% increase.

4. Conclusions: The faculty employment picture for the past year can best be characterized as movement in the positive direction. The University has seen it's employment of Blacks and women rise to its highest level in the University's history, while the number and percentage of both groups who left the University is on the decline. As we prepare for the future, attention should be given to those units without any Black faculty and those units where there is but a single Black faculty member. In the latter situation the University must be sensitive to the increased possibility that a feeling of isolation can result. We must be ever mindful that it is the responsibility of all faculty and staff to create an atmosphere where all who join us feel respected, comfortable and relaxed as they pursue their new responsibilities as members of our family. It is our job to welcome, to assist, to orient these new persons to our community. The quality of the environment as a facilitator of our individual and collective scholarship is a responsibility of us all.

Our concern still exists for the disproportionate numbers of women faculty in the fixed-term ranks. In Academic Affairs women hold 14.9% of the tenure track positions and 30.2% of the fixed-term positions (compared to 14.4% and 32.2%, respectively, for last year). In Health Affairs women hold 18.0% of the tenure track positions and 46.6% of the fixed-term positions (compared to 18% and 43.9%, respectively, for last year). Also of concern is the fact that few women have been hired at the Professor and Associate Professor levels. These and other concerns addressed in this report deserve our continued attention.

II. EPA NON-FACULTY

The low representation of Blacks among the University's professional staff continues to be of concern. In Academic Affairs Blacks are 6.4% of the total EPA non-faculty, compared to 6.3% as of September 30, 1982; in Health Affairs 5.8% compared to 5.6%. Women are better represented in this category. Women represent 38.8% of the total EPA non-faculty staff in Academic Affairs and 47.3% in Health Affairs (a year ago the figures were 38.9% and 44.9%, respectively).

General change in this category of employment has been as follows: there was a net increase of 18 EPA non-faculty personnel (from 563 to 581), representing a 3.2% increase. This net increase consisted of an increase of 21 whites (from 449 to 520), representing a 4.2% increase in whites; an increase of 2 in the number of Blacks (from 34 to 36), representing a 5.9% increase; and a decrease of 5 others (from 30 to 25), representing a 16.7% decrease. The net increase consisted of an increase of 7 males (from 331 to 338), representing an increase of 2.1% in males; the number of female employees increased by 9 (from 232 to 243), representing a 3.9% increase.

III. SPA PERSONNEL

As the table "Summary of Changes in University Employment, September 30, 1982 to September 30, 1983," shows there was a net decrease of 38 SPA employees (from 4,427 to 4,389), representing a 0.9% decrease. This change consisted of a decrease of 38 whites (from 3,143 to 3,105) representing a 1.2% decrease in whites; an increase of 1 Black (from 1,224 to 1,225), representing a 0.08% increase. The net change consisted of an increase of 20 males (from 1,491 to 1,511), representing a 1.3% increase in males; and a decrease of 58 females (from 2,936 to 2,878), representing a 2.0% decrease in females.

ACADEMIC AFFAIRS

TENURE TRACK FACULTY COMPLEMENT
September 30, 1982

ARTS & SCIENCES		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
Fine Arts	%	80.7	15.8	1.8	0	1.8	0	84.2	15.8
	(#)	(46)	(9)	(1)	(0)	(1)	(0)	(48)	(9)
Humanities	%	77.4	14.2	1.9	1.3	3.9	1.3	83.2	16.8
	(#)	(120)	(22)	(3)	(2)	(6)	(2)	(129)	(26)
Natural Sciences	%	85.8	8.2	0.9	0.9	4.1	0	90.8	9.2
	(#)	(187)	(18)	(2)	(2)	(9)	(0)	(198)	(20)
Social Sciences	%	81.1	12.8	2.0	2.5	1.5	0	84.7	15.3
	(#)	(159)	(25)	(4)	(5)	(3)	(0)	(166)	(30)
BUSINESS ADMINISTRATION	%	89.2	6.2	3.1	0	1.5	0	93.8	6.2
	(#)	(58)	(4)	(2)	(0)	(1)	(0)	(61)	(4)
EDUCATION	%	80.9	14.9	2.1	2.1	0	0	83.0	17.0
	(#)	(38)	(7)	(1)	(1)	(0)	(0)	(39)	(8)
LAW & INSTITUTE OF GOVERNMENT	%	80.3	16.4	3.3	0	0	0	83.6	16.4
	(#)	(49)	(10)	(2)	(0)	(0)	(0)	(51)	(10)
OTHER SCHOOLS*	%	65.1	27.9	2.3	4.7	0	0	67.4	32.6
	(#)	(28)	(12)	(1)	(2)	(0)	(0)	(29)	(14)
TOTAL for Academic Affairs	%	81.4	12.7	1.9	1.4	2.4	0.2	85.6	14.4
	(#)	(685)	(107)	(16)	(12)	(20)	(2)	(721)	(121)

*(Journalism, Library Science, Social Work)

TENURE TRACK FACULTY COMPLEMENT
September 30, 1983

		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
Fine Arts	%	82.8	13.8	1.7	0	1.7	0	86.2	13.8
	(#)	(48)	(8)	(1)	(0)	(1)	(0)	(50)	(8)
Humanities	%	75.8	14.6	2.5	1.3	3.8	1.9	82.2	17.8
	(#)	(119)	(23)	(4)	(2)	(6)	(3)	(129)	(28)
Natural Sciences	%	86.2	7.3	0.9	1.4	4.1	0	91.3	8.7
	(#)	(188)	(16)	(2)	(3)	(9)	(0)	(199)	(19)
Social Sciences	%	80.3	12.4	3.1	2.6	1.6	0	85.0	15.0
	(#)	(155)	(24)	(6)	(5)	(3)	(0)	(164)	(29)
BUSINESS ADMINISTRATION	%	85.9	9.9	2.8	0	1.4	0	90.1	9.9
	(#)	(61)	(7)	(2)	(0)	(1)	(0)	(64)	(7)
EDUCATION	%	76.6	17.0	4.3	2.1	0	0	80.9	19.1
	(#)	(36)	(8)	(2)	(1)	(0)	(0)	(38)	(9)
LAW & INSTITUTE OF GOVERNMENT	%	79.4	17.5	3.2	0	0	0	82.5	17.5
	(#)	(50)	(11)	(2)	(0)	(0)	(0)	(52)	(11)
OTHER SCHOOLS*	%	61.7	27.7	4.3	6.4	0	0	66.0	34.0
	(#)	(29)	(13)	(2)	(3)	(0)	(0)	(31)	(16)
TOTAL for Academic Affairs	%	80.3	12.9	2.5	1.6	2.3	0.4	85.1	14.9
	(#)	(686)	(110)	(21)	(14)	(20)	(3)	(727)	(127)

PROJECTED TENURE TRACK FACULTY COMPLEMENT
December 31, 1986

	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
Fine Arts	74.6	18.6	5.1	0	1.7	0	81.4	18.6
	(44)	(11)	(3)	(0)	(1)	(0)	(48)	(11)
Humanities	71.7	18.2	2.5	1.3	4.4	1.9	78.6	21.4
	(114)	(29)	(4)	(2)	(7)	(3)	(125)	(34)
Natural Sciences	84.4	9.5	1.7	1.3	3.0	0	89.2	10.8
	(195)	(22)	(4)	(3)	(7)	(0)	(206)	(25)
Social Sciences	76.9	14.6	3.3	4.2	0.9	0	81.1	18.9
	(163)	(31)	(7)	(9)	(2)	(0)	(172)	(40)
BUSINESS ADMINISTRATION	88.7	7.0	2.8	0	1.4	0	93.0	7.0
	(63)	(5)	(2)	(0)	(1)	(0)	(66)	(5)
EDUCATION	72.2	16.7	5.6	5.6	0	0	77.8	22.2
	(39)	(9)	(3)	(3)	(0)	(0)	(42)	(12)
LAW & INSTITUTE OF GOVERNMENT	73.1	20.9	4.5	1.5	0	0	77.6	22.4
	(49)	(14)	(3)	(1)	(0)	(0)	(52)	(15)
OTHER SCHOOLS*	53.1	32.7	8.2	6.1	0	0	61.2	38.8
	(26)	(16)	(4)	(3)	(0)	(0)	(30)	(19)
TOTAL for Academic Affairs	76.8	15.2	3.3	2.3	2.0	0.3	82.2	17.8
	(693)	(137)	(30)	(21)	(18)	(3)	(741)	(161)

HEALTH AFFAIRS

TENURE TRACK FACULTY COMPLEMENT
September 30, 1982

		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
DENTISTRY	%	86.9	12.1	0	0	1.0	0	87.9	12.1
	(#)	(86)	(12)	(0)	(0)	(1)	(0)	(87)	(12)
MEDICINE	%	82.4	12.2	1.5	0.2	3.3	0.4	87.2	12.8
	(#)	(426)	(63)	(8)	(1)	(17)	(2)	(451)	(66)
NURSING	%	0	97.6	0	2.4	0	0	0	100.0
	(#)	(0)	(41)	(0)	(1)	(0)	(0)	(0)	(42)
PHARMACY	%	84.4	9.4	0	0	6.3	0	90.6	9.4
	(#)	(27)	(3)	(0)	(0)	(2)	(0)	(29)	(3)
PUBLIC HEALTH	%	74.3	15.9	4.4	0.9	2.7	1.8	81.4	18.6
	(#)	(84)	(18)	(5)	(1)	(3)	(2)	(92)	(21)
HEALTH AFFAIRS, Other*	%	71.4	28.6	0	0	0	0	71.4	28.6
	(#)	(5)	(2)	(0)	(0)	(0)	(0)	(5)	(2)
TOTAL for Health Affairs	%	77.5	17.2	1.6	0.4	2.8	0.5	82.0	18.0
	(#)	(628)	(139)	(13)	(3)	(23)	(4)	(664)	(146)

*Tenure-tra[redacted]ositions previously recorded in Health Affairs-Other are now included in o[redacted] schools.

TENURE TRACK FACULTY COMPLEMENT
September 30, 1983

		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
DENTISTRY	%	83.3	15.7	0	0	1.0	0	84.3	15.7
	(#)	(85)	(16)	(0)	(0)	(1)	(0)	(86)	(16)
MEDICINE	%	82.6	11.4	1.7	0.2	3.7	0.4	88.0	12.0
	(#)	(442)	(61)	(9)	(1)	(20)	(2)	(471)	(64)
NURSING	%	0	95.6	0	4.4	0	0	0	100.0
	(#)	(0)	(43)	(0)	(2)	(0)	(0)	(0)	(45)
PHARMACY	%	84.9	9.1	0	0	6.1	0	90.9	9.1
	(#)	(28)	(3)	(0)	(0)	(2)	(0)	(30)	(3)
PUBLIC HEALTH	%	73.1	17.6	4.6	0.9	2.8	0.9	80.6	19.4
	(#)	(79)	(19)	(5)	(1)	(3)	(1)	(87)	(21)
HEALTH AFFAIRS, Other*	%	100.0	0	0	0	0	0	100.0	0
	(#)	(3)	(0)	(0)	(0)	(0)	(0)	(3)	(0)
TOTAL for Health Affairs	%	77.1	17.2	1.7	0.5	3.2	0.4	82.0	18.0
	(#)	(637)	(142)	(14)	(4)	(26)	(3)	(677)	(149)

PROJECTED TENURE TRACK FACULTY COMPLEMENT
December 31, 1986

	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
DENTISTRY	82.9	13.3	1.9	1.0	1.0	0	85.7	14.3
	(87)	(14)	(2)	(1)	(1)	(0)	(90)	(15)
MEDICINE	80.8	13.1	2.1	0.3	3.5	0.2	86.4	13.6
	(468)	(76)	(12)	(2)	(20)	(1)	(500)	(79)
NURSING	0	89.6	0	10.4	0	0	0	100.0
	(0)	(43)	(0)	(5)	(0)	(0)	(0)	(48)
PHARMACY	80.6	11.1	2.8	0	5.6	0	88.9	11.1
	(29)	(4)	(1)	(0)	(2)	(0)	(32)	(4)
PUBLIC HEALTH	70.4	18.4	4.8	2.4	2.4	1.6	77.6	22.4
	(88)	(23)	(6)	(3)	(3)	(2)	(97)	(28)
HEALTH AFFAIRS, Other*	0	0	0	0	0	0	0	0
	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
TOTAL for Health Affairs	75.3	17.9	2.4	1.2	2.9	0.3	80.5	19.5
	(672)	(160)	(21)	(11)	(26)	(3)	(719)	(174)

FIXED-TERM FACULTY COMPLEMENT
September 30, 1982

ARTS & SCIENCES		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
Fine Arts	%	60.0	40.0	0	0	0	0	60.0	40.0
		(3)	(2)	(0)	(0)	(0)	(0)	(3)	(2)
Humanities	%	57.1	28.6	0	0	0	14.3	57.1	42.9
		(4)	(2)	(0)	(0)	(0)	(1)	(4)	(3)
Natural Sciences	%	71.4	14.3	0	0	14.3	0	85.7	14.3
		(10)	(2)	(0)	(0)	(2)	(0)	(12)	(2)
Social Sciences	%	44.4	44.4	0	11.1	0	0	44.4	55.6
		(4)	(4)	(0)	(1)	(0)	(0)	(4)	(5)
BUSINESS ADMINISTRATION	%	0	0	0	0	0	0	0	0
		(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
EDUCATION	%	25.0	75.0	0	0	0	0	25.0	75.0
		(1)	(3)	(0)	(0)	(0)	(0)	(1)	(3)
LAW & INSTITUTE OF GOVERNMENT	%	100.0	0	0	0	0	0	100.0	0
		(4)	(0)	(0)	(0)	(0)	(0)	(4)	(0)
OTHER SCHOOLS*	%	68.8	18.8	6.3	6.3	0	0	75.0	25.0
		(11)	(3)	(1)	(1)	(0)	(0)	(12)	(4)
TOTAL for Academic Affairs	%	62.7	27.1	1.7	3.4	3.4	1.7	67.8	32.2
		(37)	(16)	(1)	(2)	(2)	(1)	(40)	(19)

*(Journalism, Library Science, Social Work)

FIXED-TERM FACULTY COMPLEMENT
September 30, 1983

ARTS & SCIENCES	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
Fine Arts	75.0	25.0	0	0	0	0	75.0	25.0
	(3)	(1)	(0)	(0)	(0)	(0)	(3)	(1)
Humanities	66.7	22.2	0	0	0	11.1	66.7	33.3
	(6)	(2)	(0)	(0)	(0)	(1)	(6)	(3)
Natural Sciences	72.2	16.7	0	0	11.1	0	83.3	16.7
	(13)	(3)	(0)	(0)	(2)	(0)	(15)	(3)
Social Sciences	42.9	42.9	0	14.3	0	0	42.9	57.1
	(3)	(3)	(0)	(1)	(0)	(0)	(3)	(4)
BUSINESS ADMINISTRATION	0	0	0	0	0	0	0	0
	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
EDUCATION	33.3	66.7	0	0	0	0	33.3	66.7
	(2)	(4)	(0)	(0)	(0)	(0)	(2)	(4)
LAW & INSTITUTE OF GOVERNMENT	80.0	20.0	0	0	0	0	80.0	20.0
	(4)	(1)	(0)	(0)	(0)	(0)	(4)	(1)
OTHER SCHOOLS*	71.4	21.4	7.1	0	0	0	78.6	21.4
	(10)	(3)	(1)	(0)	(0)	(0)	(11)	(3)
TOTAL for Academic Affairs	65.1	27.0	1.6	1.6	3.2	1.6	69.8	30.2
	(41)	(17)	(1)	(1)	(2)	(1)	(44)	(19)

PROJECTED FIXED-TERM FACULTY COMPLEMENT
December 31, 1986

ARTS & SCIENCES	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
Fine Arts	50.0	50.0	0	0	0	0	50.0	50.0
Humanities	37.5	37.5	0	12.5	0	12.5	37.5	62.5
Natural Sciences	71.4	19.0	0	0	9.5	0	81.0	19.0
Social Sciences	44.4	44.4	11.1	0	0	0	55.6	44.4
BUSINESS ADMINISTRATION	0	0	0	0	0	0	0	0
EDUCATION	20.0	80.0	0	0	0	0	20.0	80.0
LAW & INSTITUTE OF GOVERNMENT	42.9	28.6	14.3	14.3	0	0	57.1	42.9
OTHER SCHOOLS*	52.6	26.3	15.8	5.3	0	0	68.4	31.6
TOTAL for Academic Affairs	51.9	34.2	6.3	3.8	2.5	1.3	60.8	39.2

HEALTH AFFAIRS

FIXED-TERM FACULTY COMPLEMENT
September 30, 1982

		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
DENTISTRY	%	33.3	66.7	0	0	0	0	33.3	66.7
		(6)	(12)	(0)	(0)	(0)	(0)	(6)	(12)
MEDICINE	%	55.7	35.2	0	1.1*	5.7	2.3	61.4	38.6
		(49)	(31)	(0)	(1)	(5)	(2)	(54)	(34)
NURSING	%	6.3	87.5	0	6.3	0	0	6.3	93.8
		(1)	(14)	(0)	(1)	(0)	(0)	(1)	(15)
PHARMACY	%	50.0	50.0	0	0	0	0	50.0	50.0
		(6)	(6)	(0)	(0)	(0)	(0)	(6)	(6)
PUBLIC HEALTH	%	61.1	22.2	5.6	0	8.3	2.8	75.0	25.0
		(22)	(8)	(2)	(0)	(3)	(1)	(27)	(9)
HEALTH AFFAIRS, Other	%	100.0	0	0	0	0	0	100.0	0
		(3)	(0)	(0)	(0)	(0)	(0)	(3)	(0)
TOTAL for Health Affairs	%	50.3	41.0	1.2	1.2	4.6	1.7	56.1	43.9
		(87)	(71)	(2)	(2)	(8)	(3)	(97)	(76)

*Reflects a corrected percentage from November 1982 data.

FIXED-TERM FACULTY COMPLEMENT
September 30, 1983

	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
DENTISTRY	27.8	72.2	0	0	0	0	27.8	72.2
	(5)	(13)	(0)	(0)	(0)	(0)	(5)	(13)
MEDICINE	51.1	37.8	1.1	1.1	5.6	3.3	57.8	42.2
	(46)	(34)	(1)	(1)	(5)	(3)	(52)	(38)
NURSING	5.9	94.1	0	0	0	0	5.9	94.1
	(1)	(16)	(0)	(0)	(0)	(0)	(1)	(16)
PHARMACY	53.8	38.5	0	7.7	0	0	53.8	46.2
	(7)	(5)	(0)	(1)	(0)	(0)	(7)	(6)
PUBLIC HEALTH	66.7	21.2	3.0	0	6.1	3.0	75.8	24.2
	(22)	(7)	(1)	(0)	(2)	(1)	(25)	(8)
HEALTH AFFAIRS, Other	100.0	0	0	0	0	0	100.0	0
	(3)	(0)	(0)	(0)	(0)	(0)	(3)	(0)
TOTAL for Health Affairs	48.3	43.1	1.1	1.1	4.0	2.3	53.4	46.6
	(84)	(75)	(2)	(2)	(7)	(4)	(93)	(81)

PROJECTED FIXED-TERM FACULTY COMPLEMENT
December 31, 1986

	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
DENTISTRY	22.2	66.7	5.6	5.6	0	0	27.8	72.2
MEDICINE	54.5	35.7	2.1	2.8	2.8	2.1	59.4	40.6
NURSING	0	91.7	0	8.3	0	0	0	100.0
PHARMACY	38.5	46.2	0	15.4	0	0	38.5	61.5
PUBLIC HEALTH	51.9	33.3	11.1	0	0	3.7	63.0	37.0
HEALTH AFFAIRS, Other	28.6	57.1	14.3	0	0	0	42.9	57.1
TOTAL for Health Affairs	46.8	42.3	3.6	3.6	1.8	1.8	52.3	47.7

ACADEMIC AFFAIRS

EPA NON-FACULTY COMPLEMENT
September 30, 1982

ARTS & SCIENCES		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
Fine Arts	%	50.0 (1)	50.0 (1)	0 (0)	0 (0)	0 (0)	0 (0)	50.0 (1)	50.0 (1)
Humanities*	%	40.3 (29)	52.8 (38)	1.4 (1)	2.8 (2)	2.8 (2)	0 (0)	44.4 (32)	55.6 (40)
Natural Sciences	%	66.7 (22)	18.2 (6)	0 (0)	0 (0)	12.1 (4)	3.0 (1)	78.8 (26)	21.2 (7)
Social Sciences	%	53.8 (7)	46.2 (6)	0 (0)	0 (0)	0 (0)	0 (0)	53.8 (7)	46.2 (6)
BUSINESS ADMINISTRATION	%	57.1 (4)	42.9 (3)	0 (0)	0 (0)	0 (0)	0 (0)	57.1 (4)	42.9 (3)
EDUCATION	%	0 (0)	33.3 (1)	33.3 (1)	33.3 (1)	0 (0)	0 (0)	33.3 (1)	66.7 (2)
LAW & INSTITUTE OF GOVERNMENT	%	12.5 (1)	75.0 (6)	0 (0)	0 (0)	12.5 (1)	0 (0)	25.0 (2)	75.0 (6)
OTHER SCHOOLS**	%	0 (0)	75.0 (3)	0 (0)	25.0 (1)	0 (0)	0 (0)	0 (0)	100.0 (4)
OTHER	%	62.4 (128)	29.3 (60)	4.9 (10)	2.9 (6)	0.5 (1)	0 (0)	67.8 (139)	32.2 (66)
TOTAL for ACADEMIC AFFAIRS	%	55.3 (192)	35.7 (124)	3.5 (12)	2.9 (10)	2.3 (8)	0.3 (1)	61.1 (212)	38.9 (135)

EPA NON-FACULTY COMPLEMENT
September 30, 1983

ARTS & SCIENCES	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
Fine Arts	50.0 (1)	50.0 (1)	0 (0)	0 (0)	0 (0)	0 (0)	50.0 (1)	50.0 (1)
Humanities*	39.5 (30)	53.9 (41)	1.3 (1)	2.6 (2)	2.6 (2)	0 (0)	43.4 (33)	56.6 (43)
Natural Sciences	70.4 (38)	20.4 (11)	0 (0)	1.9 (1)	5.6 (3)	1.9 (1)	75.9 (41)	24.1 (13)
Social Sciences	70.0 (7)	30.0 (3)	0 (0)	0 (0)	0 (0)	0 (0)	70.0 (7)	30.0 (3)
BUSINESS ADMINISTRATION	80.0 (4)	20.0 (1)	0 (0)	0 (0)	0 (0)	0 (0)	80.0 (4)	20.0 (1)
EDUCATION	0 (0)	50.0 (1)	50.0 (1)	0 (0)	0 (0)	0 (0)	50.0 (1)	50.0 (1)
LAW & INSTITUTE OF GOVERNMENT	12.5 (1)	62.5 (5)	0 (0)	12.5 (1)	12.5 (1)	0 (0)	25.0 (2)	75.0 (6)
OTHER SCHOOLS**	28.6 (2)	42.9 (3)	0 (0)	28.6 (2)	0 (0)	0 (0)	28.6 (2)	71.4 (5)
OTHER	61.4 (129)	31.0 (65)	4.3 (9)	3.3 (7)	0 (0)	0 (0)	65.7 (138)	34.3 (72)
TOTAL for ACADEMIC AFFAIRS	56.7 (212)	35.0 (131)	2.9 (11)	3.5 (13)	1.6 (6)	0.3 (1)	61.2 (229)	38.8 (145)

PROJECTED EPA NON-FACULTY COMPLEMENT
December 31, 1986

ARTS & SCIENCES	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
Fine Arts	50.0	50.0	0	0	0	0	50.0	50.0
Humanities*	0	0	0	0	0	0	0	0
Natural Sciences	68.6	25.7	0	2.9	2.9	0	71.4	28.6
Social Sciences	50.0	41.7	8.3	0	0	0	58.3	41.7
BUSINESS ADMINISTRATION	83.3	16.7	0	0	0	0	83.3	16.7
EDUCATION	0	33.3	33.3	33.3	0	0	33.3	66.7
LAW & INSTITUTE OF GOVERNMENT	25.0	50.0	12.5	12.5	0	0	37.5	62.5
OTHER SCHOOLS**	25.0	37.5	12.5	25.5	0	0	37.5	62.5
OTHER	51.0	36.1	5.7	6.1	1.0	0	57.8	42.2
TOTAL for ACADEMIC AFFAIRS	51.6	35.4	5.7	6.2	1.1	0	58.4	41.6

*Humanities EPA Non-Faculty now appear in the row "Other."
**(Journalism, Library Science and Social Work)

HEALTH AFFAIRS

EPA NON-FACULTY COMPLEMENT
September 30, 1982

		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
DENTISTRY	%	66.7 (2)	33.3 (1)	0 (0)	0 (0)	0 (0)	0 (0)	66.7 (2)	33.3 (1)
MEDICINE	%	50.5 (47)	30.1 (28)	2.2 (2)	0 (0)	11.8 (11)	5.4 (5)	64.5 (60)	35.5 (33)
NURSING	%	100.0 (1)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	100.0 (1)	0 (0)
PHARMACY	%	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
PUBLIC HEALTH	%	56.3 (27)	27.1 (13)	6.3 (3)	4.2 (2)	2.1 (1)	4.2 (2)	64.6 (31)	35.4 (17)
HEALTH AFFAIRS, Other	%	33.8 (24)	56.3 (40)	1.4 (1)	5.6 (4)	0 (0)	2.8 (2)	35.2 (25)	64.8 (46)
TOTAL for Health Affairs	%	46.8 (101)	38.0 (82)	2.8 (6)	2.8 (6)	5.6 (12)	4.2 (9)	55.1 (119)	44.9 (97)

EPA NON-FACULTY COMPLEMENT
September 30, 1983

	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
DENTISTRY	60.0 (3)	20.0 (1)	0 (0)	0 (0)	20.0 (1)	0 (0)	80.0 (4)	20.0 (1)
MEDICINE	48.6 (51)	37.1 (39)	1.9 (2)	1.0 (1)	8.6 (9)	2.9 (3)	59.0 (62)	41.0 (43)
NURSING	100.0 (1)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	100.0 (1)	0 (0)
PHARMACY	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
PUBLIC HEALTH	47.5 (19)	35.0 (14)	7.5 (3)	2.5 (1)	5.0 (2)	2.5 (1)	60.0 (24)	40.0 (16)
HEALTH AFFAIRS, Other	32.1 (18)	55.4 (31)	0 (0)	8.9 (5)	0 (0)	3.6 (2)	32.1 (18)	67.9 (38)
TOTAL for Health Affairs	44.4 (92)	41.1 (85)	2.4 (5)	3.4 (7)	5.8 (12)	2.9 (6)	52.7 (109)	47.3 (98)

PROJECTED EPA NON-FACULTY COMPLEMENT
December 31, 1986

	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
DENTISTRY	80.0	20.0	0	0	0	0	80.0	20.0
MEDICINE	60.9	25.2	1.3	0	8.6	4.0	70.9	29.1
NURSING	83.3	16.7	0	0	0	0	83.3	16.7
PHARMACY	0	0	0	0	0	0	0	0
PUBLIC HEALTH	54.5	27.3	9.1	6.8	0	2.3	63.6	36.4
HEALTH AFFAIRS, Other	33.9	48.4	3.2	11.3	0	3.2	37.1	62.9
TOTAL for Health Affairs	54.0	30.8	3.0	3.8	4.9	3.4	62.0	38.0

SPA Personnel

FOC Code	Federal Occupation Category	SPA Utilization Analysis September 30, 1982				SPA Utilization Analysis September 30, 1983				Actual New Hires September 30, 1983				Projected New Hire Goals* September 30, 1983			
		Race	Male	Female	Total	Race	Male	Female	Total	Race	Male	Female	Total	Race	Male	Female	Total
1	Executive, Administrative and Managerial	W	90	86	176	W	93	81	174	W	6	4	10	W	10	5	15
		B	5	4	9	B	6	4	10	B	1	1	2	B	2	1	3
		O	1	1	2	O	0	1	1	O	0	0	0	O	0	0	0
3	Professional Non-Faculty	W	166	219	385	W	170	226	396	W	21	41	62	W	20	30	50
		B	6	22	28	B	9	21	30	B	2	2	4	B	4	6	10
		O	4	8	12	O	6	8	14	O	0	1	1	O	1	0	1
4	Clerical and Secretarial	W	113	1442	1555	W	115	1411	1526	W	24	296	320	W	29	280	309
		B	48	292	340	B	53	284	337	B	7	47	54	B	4	50	54
		O	1	13	14	O	1	13	14	O	0	7	7	O	1	5	6
5	Technical and Paraprofessional	W	220	379	599	W	222	365	587	W	63	92	155	W	66	100	166
		B	38	66	104	B	36	70	106	B	4	8	12	B	8	10	18
		O	8	20	28	O	9	16	25	O	4	7	11	O	1	5	6
6	Skilled Crafts	W	256	12	268	W	249	12	261	W	28	1	29	W	28	3	31
		B	70	4	74	B	70	5	75	B	3	0	3	B	7	1	8
		O	1	0	1	O	0	0	0	O	0	0	0	O	0	0	0
7	Service and Maintenance	W	115	45	160	W	121	40	161	W	31	7	38	W	30	13	43
		B	347	322	669	B	347	320	667	B	91	33	124	B	76	47	123
		O	2	1	3	O	4	1	5	O	3	0	3	O	0	0	0
	Totals	W	960	2183	3143	W	970	2135	3105	W	173	441	614	W	183	431	614
		B	514	710	1224	B	521	704	1225	B	108	91	199	B	101	115	216
		O	17	43	60	O	20	39	59	O	7	15	22	O	3	10	13
	Total		1491	2936	4427		1511	2878	4389		288	547	835		28	556	843

*Goals were established based upon projected new hire opportunities and work force availability rather than upon revision of SPA population. Experience has shown that population change projections by race, sex and Federal Occupation Category are not reasonably predictable. This is due to terminations, abolishment of positions, creation of new positions, initial classification of positions which were EPA and other factors.

The Black percentage in the total SPA workforce has remained virtually the same as last year (27.9% in 1983 compared to 27.6% in 1982). There is still cause for concern despite the fact that this percentage approximates the minority percentage in the total workforce in the University's recruitment area. As the table "SPA Personnel" (page 13) shows, again this year Black SPA employees are concentrated in the Service and Maintenance category where they constitute 80.0% of all employees in that category. Their representation in the Executive, Administrative and Managerial category, and Professional Non-Faculty category stands at 5.4% and 6.8%, respectively. This is a situation which will require continued attention. All who are involved in the hiring of SPA personnel should be mindful and attentive to this low representation of Blacks in these categories.

IV. STUDENTS

There has been a slight decrease in the total number of students enrolled in the University, from 22,016 in 1982 to 21,757 in 1983. This decrease is reflected in the figures for all enrollment categories with the exception of female enrollment at the professional school level and the enrollment, at all levels, of students classified as "other". The total female student enrollment exceeded the total male student enrollment for the sixth consecutive year. At the undergraduate and graduate school levels, female students outnumbered male students. However, male student enrollment exceeded female student enrollment by a substantial margin in the professional schools.

As noted earlier in the report, the University has experienced a small decrease in the total enrollment of Black students, from 1,913 in 1982 to 1,883 in 1983. The total number of students classified as "other" increased from 455 in 1982 to 507 in 1983.

Black students continue to represent 10% of the total undergraduate student enrollment. However, the representation at the professional and

graduate school levels has decreased from 8.4% in 1982 to 7.9% in 1983 and from 5.5% in 1982 to 5.3% in 1983, respectively. The decreases occurred while the University was experiencing a decline in total student enrollment.

The tables "Summary of Changes in Headcount Enrollment, Fall 1970 - Fall 1976 and Fall 1977 - Fall 1983" provide a long-range perspective on changes in the composition of the student body. From Fall 1970 to Fall 1983 there was an increase in total headcount enrollment from 18,130 to 21,757 - an increase of 3,627 students. Female students numbered 5,975 and constituted 33.0% of the student enrollment in 1970. By 1983 females numbered 12,035 representing 55.3% of the enrolled students. Correspondingly, male students decreased from 12,155 (67.0%) in 1970 to 9,722 (44.7%) in 1983. In 1970 Blacks numbered 420 or 2.3% of the students enrolled. By 1983 Black students numbered 1,883 or 8.7% of the student body - more than a tripling of the percentage and more than a quadrupling of the number.

Following the 1970 - 1983 table on headcount enrollments is a table (page 19) concerning Black student admissions and enrollments in the Freshman classes for the years 1979 through 1983. It shows, among other things, that the total number of applicants has remained steady and that the representation of Black students in the Freshman class has held at better than 13% for the third consecutive year. As outlined in this "Report on the Prescence of Minorities and Females in the University" our ultimate goal is to increase the diversity of our faculty and staff. As an educational institution we stand in the unique posture of having a significant input into the factors which influence the attainment of this ultimate goal, for we train the faculty and staff of tomorrow. If we are serious about improving the diversity of our faculty and staff we must also increase our efforts to attract greater numbers of minority and female students to all of our educational programs. We should not be content with the declines in the

presence of minorities and female students noted above. We must redouble our commitment and efforts to increase these numbers and percentages.

Finally, I am grateful to Mr. Ben Rawlins and his associates in the Affirmative Action Office for completing this report and for all of their efforts to assist the faculty in making the results as acceptable as they are. I am grateful also to Chairman Gillian Cell for laying the groundwork on which made it possible.

SUMMARY OF CHANGES IN HEADCOUNT ENROLLMENT

Fall 1970 - Fall 1976

	Enrollment Fall 1970		Enrollment Fall 1971		Enrollment Fall 1972		Enrollment Fall 1973		Enrollment Fall 1974		Enrollment Fall 1975		Enrollment Fall 1976	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
UNDERGRADUATES														
By Race														
White	11,992	97.4	12,725	96.3	12,395	94.7	12,675	94.1	12,787	92.9	13,039	92.4	12,930	92.8
Black	274	2.2	449	3.4	611	4.7	695	5.2	853	6.2	916	6.5	845	6.1
Other	49	0.4	42	0.3	79	0.6	98	0.7	119	0.9	160	1.1	152	1.1
Total	12,315	100.0*	13,216	100.0	13,085	100.0	13,468	100.0	13,759	100.0	14,115	100.0	13,936	100.0
By Sex														
Male	8,216	66.7	8,429	63.8	8,030	61.4	7,881	58.5	7,647	55.6	7,514	53.2	7,027	50.4
Female	4,099	33.3	4,787	36.2	5,055	38.6	5,587	41.5	6,112	44.4	6,601	46.8	6,909	49.6
Total	12,315	100.0	13,216	100.0	13,085	100.0	13,468	100.0	13,759	100.0	14,115	100.0	13,936	100.0
GRADUATE STUDENTS														
By Race														
White	4,443	96.6	4,377	95.7	4,468	94.9	4,175	93.5	4,385	92.7	4,463	91.1	4,405	91.6
Black	121	2.6	161	3.5	183	3.9	222	5.0	251	5.3	319	6.5	285	5.9
Other	38	0.8	35	0.8	57	1.2	68	1.5	95	2.0	119	2.4	122	2.5
Total	4,602	100.0	4,573	100.0	4,708	100.0	4,465	100.0	4,731	100.0	4,901	100.0	4,812	100.0
By Sex														
Male	2,787	60.6	2,713	59.3	2,639	56.1	2,548	57.1	2,596	54.9	2,646	54.0	2,500	52.0
Female	1,815	39.4	1,860	40.7	2,069	43.9	1,917	42.9	2,135	45.1	2,255	46.0	2,312	48.0
Total	4,602	100.0	4,573	100.0	4,708	100.0	4,465	100.0	4,731	100.0	4,901	100.0	4,812	100.0
PROFESSIONAL**														
By Race														
White	1,184	97.6	1,344	98.0	1,377	96.2	1,384	94.6	1,354	92.6	1,364	89.7	1,371	88.7
Black	25	2.1	27	2.0	50	3.5	68	4.6	94	6.4	128	8.4	142	9.2
Other	4	0.3	0	0	4	0.3	11	0.8	14	1.0	28	1.9	32	2.1
Total	1,213	100.0	1,371	100.0	1,431	100.0	1,463	100.0	1,462	100.0	1,520	100.0	1,545	100.0
By Sex														
Male	1,152	95.0	1,264	92.2	1,277	89.2	1,256	85.9	1,212	82.9	1,225	80.6	1,209	78.3
Female	61	5.0	107	7.8	154	10.8	207	14.1	250	17.1	295	19.4	336	21.7
Total	1,213	100.0	1,371	100.0	1,431	100.0	1,463	100.0	1,462	100.0	1,520	100.0	1,545	100.0
ALL STUDENTS														
By Race														
White	17,619	97.2	18,446	96.3	18,240	94.9	18,234	94.0	18,526	92.9	18,866	91.9	18,706	92.2
Black	420	2.3	637	3.3	844	4.4	985	5.1	1,198	6.0	1,363	6.6	1,281	6.3
Other	91	0.5	77	0.4	140	0.7	177	0.9	228	1.1	307	1.5	306	1.5
Total	18,130	100.0	19,160	100.0	19,224	100.0	19,396	100.0	19,952	100.0	20,536	100.0	20,293	100.0
By Sex														
Male	12,155	67.0	12,406	64.7	11,946	62.1	11,685	60.2	11,455	57.4	11,385	55.4	10,736	52.9
Female	5,975	33.0	6,745	35.3	7,278	37.9	7,711	39.8	8,497	42.6	9,151	44.6	9,557	47.1
Total	18,130	100.0	19,160	100.0	19,224	100.0	19,396	100.0	19,952	100.0	20,536	100.0	20,293	100.0

* For ease in reporting all percentage totals have been rounded to 100.0%.
** Candidates for J.D., M.D., and D.D.S. degrees

SUMMARY OF CHANGES IN HEADCOUNT ENROLLMENT

Fall 1977 - Fall 1983

	Enrollment Fall 1977		Enrollment Fall 1978		Enrollment Fall 1979		Enrollment Fall 1980		Enrollment Fall 1981		Enrollment Fall 1982		Enrollment Fall 1983	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
UNDERGRADUATES														
By Race														
White	12,886	92.6	12,879	91.8	13,298	90.7	13,459	90.1	13,009	89.0	13,098	88.3	12,810	88.0
Black	862	6.2	946	6.8	1,127	7.7	1,220	8.2	1,348	9.2	1,467	9.9	1,455	10.0
Other	172	1.2	200	1.4	236	1.6	254	1.7	261	1.8	265	1.8	293	2.0
Total	13,920	100.0*	14,025	100.0	14,661	100.0	14,933	100.0	14,618	100.0	14,830	100.0	14,558	100.0
By Sex														
Male	6,682	48.0	6,438	45.9	6,510	44.4	6,528	43.7	6,248	42.7	6,273	42.3	6,082	41.8
Female	7,238	52.0	7,587	54.1	8,151	55.6	8,405	56.3	8,370	57.3	8,557	57.7	8,476	58.2
Total	13,920	100.0	14,025	100.0	14,661	100.0	14,933	100.0	14,618	100.0	14,830	100.0	14,558	100.0
GRADUATE STUDENT														
By Race														
White	4,283	91.9	4,240	91.2	4,367	91.4	4,646	91.4	4,844	91.7	5,038	92.0	5,062	91.8
Black	255	5.5	301	6.5	313	6.6	314	6.4	313	5.9	302	5.5	295	5.3
Other	120	2.6	106	2.3	97	2.0	106	2.2	128	2.4	139	2.5	160	2.9
Total	4,658	100.0	4,647	100.0	4,777	100.0	4,884	100.0	5,285	100.0	5,479	100.0	5,517	100.0
By Sex														
Male	2,330	50.0	2,328	50.1	2,322	48.6	2,324	47.6	2,439	46.1	2,499	45.6	2,518	45.6
Female	2,328	50.0	2,319	49.9	2,455	51.4	2,560	52.4	2,846	53.9	2,980	54.4	2,999	54.4
Total	4,658	100.0	4,647	100.0	4,777	100.0	4,884	100.0	5,285	100.0	5,479	100.0	5,517	100.0
PROFESSIONAL**														
By Race														
White	1,402	88.5	1,454	89.6	1,449	89.3	1,458	88.5	1,492	89.2	1,512	88.6	1,495	88.9
Black	152	9.6	138	8.5	141	8.7	153	9.3	148	8.9	144	8.4	133	7.9
Other	30	1.9	30	1.9	32	2.0	37	2.2	32	1.9	51	3.0	54	3.2
Total	1,584	100.0	1,622	100.0	1,622	100.0	1,648	100.0	1,672	100.0	1,707	100.0	1,682	100.0
By Sex														
Male	1,191	75.2	1,201	74.0	1,153	71.1	1,168	70.9	1,148	68.7	1,151	67.4	1,122	66.7
Female	393	24.8	421	26.0	469	28.9	480	29.1	524	31.3	556	32.6	560	33.3
Total	1,584	100.0	1,622	100.0	1,622	100.0	1,648	100.0	1,672	100.0	1,707	100.0	1,682	100.0
ALL STUDENTS														
By Race														
White	18,571	92.1	18,573	91.5	19,114	90.8	19,381	90.3	19,345	89.7	19,648	89.2	19,367	89.0
Black	1,269	6.3	1,385	6.8	1,581	7.5	1,687	7.9	1,809	8.4	1,913	8.7	1,883	8.7
Other	322	1.6	336	1.7	365	1.7	397	1.8	421	2.0	455	2.1	507	2.3
Total	20,162	100.0	20,294	100.0	21,060	100.0	21,465	100.0	21,575	100.0	22,016	100.0	21,757	100.0
By Sex														
Male	10,203	50.6	9,967	49.1	9,985	47.4	10,020	46.7	9,835	45.6	9,923	45.1	9,722	44.7
Female	9,959	49.4	10,327	50.9	11,075	52.6	11,445	53.3	11,740	54.4	12,093	54.9	12,035	55.3
Total	20,162	100.0	20,294	100.0	21,060	100.0	21,465	100.0	21,575	100.0	22,016	100.0	21,757	100.0

* For ease in reporting all percentage totals have been rounded to 100.0%.
** Candidates for J.D., M.D., and D.D.S. degrees

Freshman Class - Black Only
In-State and Out-of-State Combined

	1979	1980	1981	1982	1983
Number of Final Applicants (1)	747	813	956 (5)	1037	1020
Percentage of Final Applicants with PGA (2) of 1.6 or Higher	82.7%	78.1%	65.8%	71.49%	66.64%
Number Admitted	567	604	675	674	633
Admittees as % of Final Applicants (3)	75.9%	74.3%	70.6%	65.86%	62.06%
Number Enrolled (4)	409	368	461	470	427
Enrollees as % of Admittees	72.1%	60.9%	68.3%	68.96%	67.46%
Black as % of All Freshmen	11.8%	11.4%	14.3%	14.25%	13.31%

(1) Excludes those who withdrew, or did not complete, their applications.

(2) Predicted Grade Average.

(3) The comparable percentages for whites were lower, in all five years, by approximately 10 percentage points.

(4) Includes "readmits" as follows: 1978-4, 1979-0, 1980-3, 1981-1, 1982-2, 1983-5.

(5) Eighteen applicants had no PGA (High School did not rank).

cc: The University Gazette